

DDS&T-2822-79/1

22 JUN 1979

MEMORANDUM FOR: Harry E. Fitzwater
Director of Personnel

SUBJECT : Transfer of Position & Ceiling to O/Personnel
to Establish Slots for Minority Recruiters

REFERENCE : D/Personnel Memorandum, 30 May 1979, Same Subject

1. I have reviewed reference request for the transfer of a position and related funds to the O/Personnel for minority recruitment activities. I agree that more aggressive efforts are needed if we are to achieve expected levels of minority representation in our professional ranks--particularly in the scientific and engineering disciplines.

2. As you know, this Directorate is in the process of absorbing a substantial ceiling reduction which is seriously limiting our flexibility in dealing with personnel requirements in all areas of activities, EEO included. Nevertheless, we are committed to an improved EEO posture as evidenced by the recent appointment of a full-time Directorate EEO Officer, the detail of an "R" Careerist to the O/Personnel, and our current efforts to identify a full-time EEO Complaints Investigator to the Office/EEO--all of which require the utilization of positions charged against the DDS&T's ceiling.


3. With the above in mind, I would like to propose the transfer of a position from the DDS&T to O/Personnel subject, however, to the following conditions:

- . The position would remain an R-designated position to be filled on a rotational basis by an R Careerist, in coordination with RD/OP, provided a suitable female and/or minority candidate is available.
- . The incumbent would be selected by the O/Personnel in the event an R Careerist is not currently available for reassignment; he/she would be permitted to give priority attention to DDS&T requirements and would be fully familiar with DDS&T's priority needs on a continuing basis.

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- The incumbent would be encouraged to coordinate his/her activities in the best interests of the Agency and the Directorate of Science and Technology with DDS&T's current full-time detailee to RD, 

4. I believe the above arrangement offers sufficient flexibility to significantly benefit the Agency's minority recruitment efforts while giving much needed emphasis to our technical requirements. My staff and I are available for further discussion on this matter at your convenience.



Leslie C. Dirks
Deputy Director
for
Science and Technology

cc: Comptroller